

**SECRET**

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*Noted*

*ISE*

9 September 1966

MEMORANDUM FOR THE RECORD

SUBJECT: General: NPIC Photographic Laboratory Branch  
Specific: Interpretation of Agency Regulations on Payment  
of Night Differential in Conjunction with  
Payment of Overtime

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1. On 9 September 1966 I called [redacted] Chief, Vouchered Payroll Branch, Compensation and Tax Division, Office of Finance. [redacted] had been identified to me by the budget and fiscal officer of NPIC as the "authority" to whom NPIC referred its questions concerning payment of night differential.

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2. I asked [redacted] how he interpreted the provision of [redacted] that pertains to payment of night differential in conjunction with payment for overtime. He said that night differential could be paid if the employee was required to work overtime into another shift because someone on the second shift failed to report for duty. He also said that the Office of Finance did not question T&A certifications on entitlements to night differential pay. When I read to him the precise wording of [redacted] he backtracked and said that night differential could be paid in conjunction with overtime when the employee was working on "another regularly scheduled" shift. He said there was no requirement that the employee working overtime be replacing someone on the other shift. I asked if there was anything in writing on this point. He said he would check and call me later. He said that his office relied almost exclusively on the interpretations appearing in the GAO's Civilian Pay Manual.

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3. [redacted] called later in the afternoon and said that he knew of no written guidance to T&A clerks supplementing [redacted]. He also commented that the wording of [redacted] was unusually precise and that the example given should clarify any doubts. I then asked if it were not rather widely believed within the Agency that an employee working overtime on another shift had to be replacing someone in order to be paid night differential. He said that he thought that this might very well be a common belief. I did not remind him of the fact that this was precisely the interpretation he gave me--until I took issue with him.

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